AFP/Chronicle of Philanthropy Report: Job Satisfaction and Workplace Issues in the Fundraising Profession

**PART 1. GENERAL FEELINGS TOWARDS THE JOB**

- **Your current job overall**
  - 80% SATISFIED
    - Very satisfied: 40%
    - Somewhat satisfied: 39%
  - 20% DISSATISFIED
    - Somewhat dissatisfied: 15%
    - Very dissatisfied: 5%

- **I feel/felt tremendous pressure to succeed in my role**
  - 84% AGREE
    - Strongly agree: 43%
    - Somewhat agree: 40%
  - 16% DISAGREE
    - Somewhat disagree: 14%
    - Strongly disagree: 3%

- **The benefits of my job outweigh(ed) the negatives**
  - 79% AGREE
    - Strongly agree: 35%
    - Somewhat agree: 44%
  - 21% DISAGREE
    - Somewhat disagree: 14%
    - Strongly disagree: 7%

**PART 2. FUNDRAISING SUPPORT IN THE WORKPLACE**

- **The amount of money your organization allocates for fundraising expenses**
  - 73% SATISFIED
    - Very satisfied: 32%
    - Somewhat satisfied: 41%
    - Somewhat dissatisfied: 19%
    - Very dissatisfied: 8%
  - 27% DISSATISFIED
    - Somewhat dissatisfied: 30%
    - Very dissatisfied: 21%

- **The amount of staff you have to do your job**
  - 50% SATISFIED
    - Very satisfied: 17%
    - Somewhat satisfied: 32%
    - Somewhat dissatisfied: 30%
    - Very dissatisfied: 21%
  - 50% DISSATISFIED

- **Support you get from your organization’s chief executive**
  - 71% SATISFIED
    - Very satisfied: 40%
    - Somewhat satisfied: 31%
    - Somewhat dissatisfied: 18%
    - Very dissatisfied: 11%
  - 29% DISSATISFIED

- **The overall effectiveness of your organization’s fundraising**
  - 74% SATISFIED
    - Very satisfied: 25%
    - Somewhat satisfied: 49%
    - Somewhat dissatisfied: 21%
    - Very dissatisfied: 5%
  - 26% DISSATISFIED

**PART 3. SALARIES AND BENEFITS**

- **Your salary**
  - 74% SATISFIED
    - Very satisfied: 32%
    - Somewhat satisfied: 41%
  - 26% DISSATISFIED
    - Somewhat dissatisfied: 19%
    - Very dissatisfied: 8%

- **Your opportunities for promotion**
  - 51% SATISFIED
    - Very satisfied: 17%
    - Somewhat satisfied: 35%
  - 49% DISSATISFIED
    - Somewhat dissatisfied: 29%
    - Very dissatisfied: 20%

- **Your work-life balance**
  - 77% SATISFIED
    - Very satisfied: 40%
    - Somewhat satisfied: 37%
  - 23% DISSATISFIED
    - Somewhat dissatisfied: 16%
    - Very dissatisfied: 7%
PART 4. ORGANIZATIONAL CULTURE

Your autonomy and independence in your role at your organization

83% SATISFIED
- Very satisfied: 54%
- Somewhat satisfied: 29%
17% DISSATISFIED
- Somewhat dissatisfied: 12%
- Very dissatisfied: 6%

Your organization’s culture

72% SATISFIED
- Very satisfied: 35%
- Somewhat satisfied: 37%
28% DISSATISFIED
- Somewhat dissatisfied: 18%
- Very dissatisfied: 10%

The office environment/colleagues’ behavior

78% SATISFIED
- Very satisfied: 41%
- Somewhat satisfied: 37%
22% DISSATISFIED
- Somewhat dissatisfied: 14%
- Very dissatisfied: 8%

PART 5. PROFESSIONAL DEVELOPMENT

Your access to professional development

75% SATISFIED
- Very satisfied: 42%
- Somewhat satisfied: 33%
25% DISSATISFIED
- Somewhat dissatisfied: 16%
- Very dissatisfied: 8%

Your access to leadership training

66% SATISFIED
- Very satisfied: 35%
- Somewhat satisfied: 32%
34% DISSATISFIED
- Somewhat dissatisfied: 20%
- Very dissatisfied: 13%

Your opportunities to receive mentoring

56% SATISFIED
- Very satisfied: 23%
- Somewhat satisfied: 34%
44% DISSATISFIED
- Somewhat dissatisfied: 28%
- Very dissatisfied: 16%

PART 6. LOOKING FOR NEW EMPLOYMENT

If you are at least somewhat likely to leave, or have left fundraising, what are the biggest reasons?

29% SALARY
28% THE ORGANIZATION’S MANAGEMENT OVERALL
27% UNREASONABLE EXPECTATIONS ABOUT FUNDRAISING GOALS
27% A TOXIC ORGANIZATIONAL CULTURE
21% LEADERSHIP (CEO OR BOARD) LACKS RESPECT FOR, OR UNDERSTANDING OF, FUNDRAISING

How likely are you to leave your current organization within the next two years?

51% LIKELY
- Very likely: 25%
- Somewhat likely: 26%
49% UNLIKELY
- Somewhat unlikely: 22%
- Very unlikely: 27%

Succession planning with the fundraising department

44% SATISFIED
- Very satisfied: 9%
- Somewhat satisfied: 34%
56% DISSATISFIED
- Somewhat dissatisfied: 36%
- Very dissatisfied: 20%